

SECRET
FILE *Training*

4 MAY 1966

MEMORANDUM FOR THE RECORD

SUBJECT: Programmed Instruction

1. On 2 May 1966 I attended a meeting in the Office of the Director of Training at Broyhill Building called by [] to hear [] and [] report on what they had heard and learned at the annual conference of the Association for Programmed Instruction. Also present were: [] from the Office of Medical Services; and John Richardson and [] from the Office of Training.

2. [] commented about each of several of the lectures he had heard. Points he mentioned which seemed to strike the most responsive note among those present were the estimate that 75 man hours are required to prepare one hour of programmed instruction and that this must be done by the instructor in the course which is to be programmed supported by a consultant who is expert in programming instruction. It should be noted that the programmed instruction discussed at this meeting was not computer based or computer assisted. One of the points mentioned [] was the fact that very little programmed instruction is actually computer compatible.

3. [] described briefly several of the experimental applications he had heard about at the conference. The point which seemed to strike the most responsive cord from [] discussion was that while there has been a great deal of experimental work with a variety of programmed instruction courses in the "hard sciences," there has been very little done with social sciences or language. Most of that which is available is still experimental or deals with very elementary levels of education and validation of the programs which are in use still has some distance to go.

4. In the discussion which followed the presentations by [] and [] I got the very distinct impression that the Agency can expect to receive recommendations that we move forward with several courses in programmed instruction and that these recommendations may be met with some reticence. [] suggested that programmed instruction techniques

might be applied in some of the management courses as well as courses in tradecraft. Mr. Richardson and [] on the other hand, seemed to feel that programmed instruction courses in tradecraft would not be acceptable to the Clandestine Services because of their reluctance to accept "canned" courses which smack of the "school solution." [] made the point that case officer training depends upon human interaction and the case officer's application of tradecraft techniques will vary with circumstances and the particular environment in which he is applying them. This seemed to me to be the most telling point made during the whole discussion. The success of programmed instruction depends upon the extent to which the subject matter lends itself, and the ability of the instructor, to identify a finite number of alternative right and wrong answers to a given question. Considering the amount of time necessary to develop one hour of programmed instruction, the subject matter of the course should not be subject to very frequent change. In our business, language instruction seems to be the most logical candidate. However, in the current climate of manpower shortages, OTR feels they cannot afford the luxury of assigning two, or even one, language instructor full time to the development of a language course to meet our needs. The pressure is building and will intensify even more. [] is almost certain to recommend that we develop some programmed instruction courses. ORD is quite vocal about having the money to support a contract for the development of programmed instruction courses, so everyone seems to want to charge ahead except OTR people who say they don't have the personnel. Mr. Richardson did suggest that it might be possible to use some of their WAE contract instructors, but the question of whether anyone would be willing to accept this arrangement in terms of course content and instructional technique must still be answered.

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